

JULY 1, 2016

CITY OF MEMPHIS

PAY PLANS



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To: Administrative Judge, City Council Chairman, City Court Clerk, and Division Chiefs and Directors

From: Alexandria Smith, Chief Human Resources Officer

Date: June 30, 2016

Subject: July 1, 2016 Salary Policy and Pay Plan

Please find attached the new Salary Policy and Pay Plans for your division to be effective July 1, 2016.

If you need additional information, please contact the Compensation/Records Administration Service Center at 576-6569.

Attachments

cc: Jim Strickland, Mayor
Doug McGowen, Chief Administrative Officer

**CITY OF MEMPHIS
ADMINISTRATIVE SALARY POLICY
JULY 1, 2016**

The following Salary Policy has been approved to be effective July 1, 2016. The policy includes information regarding the general pay increase, the categories of employees who may or may not be eligible to receive salary increases, adjustments to pay plans, and other related information.

SALARY POLICY

I. GENERAL PAY INCREASE

Eligible employees will receive a general increase effective July 1, 2016 equal to one and one-half percent (1.5%), with exceptions being noted on the appendix to this policy.

A. ELIGIBILITY GUIDELINES

1. LENGTH OF EMPLOYMENT (PROBATIONARY PERIOD)

Employees will be eligible to receive the general pay increase regardless of length of employment including those in their probationary period.

2. RECENTLY PROMOTED, DEMOTED, OR TRANSFERRED REGULAR, FULL-TIME EMPLOYEES

Employees who have recently changed their job classification (within the last six months) will be eligible to receive the general pay increase.

3. GRANT-FUNDED EMPLOYEES

For employees whose salaries are grant-funded, a determination will be made by the City division that administers the grant as to whether they will be eligible to receive the general pay increase. Human Resources will administer the increase based on that determination.

Pay rates for certain grant-funded positions (such as MMI) that are coded as contingent will be determined and approved by their respective board or controlling authority, initiated by their division, and processed by individual transactions approved through the HR system.

4. CONTINGENT EMPLOYEES

Contingent employees will not be eligible to receive the general pay increase with the following exception.

School Crossing Guard (Contingent) pay rates will be adjusted by the 1.5% general pay increase effective July 1, 2016. School Crossing Guards not currently working will receive the increase in their pay rate when they return to work.

5. APPOINTED EMPLOYEES

Employees in an appointed status (regular, full-time) will be eligible to receive the general pay increase.

NOTE: Division Chiefs and Directors will be included in this general increase as determined by the City Council through the budget process as set forth in the Memphis City Charter.

6. ELECTED EMPLOYEES

Elected employees will not be included in this general increase.

Salaries for the Administrative Judge, City Judges, and City Court Clerk will be determined by the City Council through the budget process as set forth in the Memphis City Charter. Any adjustments will be initiated by the divisions and processed by individual transactions approved through the HR system.

II. REVISED PAY PLANS

Pay plans have been revised effective July 1, 2016 in accordance with the approved salary increase. These revisions are intended to attract the best possible job applicants, within budgetary constraints, and to maintain internal and external equity among current employees. In most cases, the decision to revise the pay plans was based primarily upon our review and analysis of current comparable market salary data and upon the City's current financial position.

A. REVISED GENERAL PAY PLANS

The salary ranges were adjusted for general and "E" grades. All general grades were increased by 1.0% including minimum, midpoint, 104% level, and maximum rates.

B. REVISED SPECIAL MARKET PAY PLANS

These pay plans are utilized for certain specialized, technical positions and certain supervisory positions to maintain equity above their direct subordinates.

All special pay plans for non-represented employees have been adjusted to be consistent with the general pay increase.

C. MINIMUM RATE ADJUSTMENTS

The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on July 1, 2016 will be adjusted to the new minimum rates.

D. PAY RATES AT OR ABOVE THE MAXIMUM RATE

Non-represented employees whose pay rates are approaching, at, or above the maximum of the rate of their salary range will be eligible to receive the general pay increase.

Should you have any questions concerning the July 1, 2016 Salary Policy, you may contact the Compensation/Records Administration Service Center at 576-6569.

APPROVED BY:

Alexandria Smith
Chief Human Resources Officer

APPENDIX - PAY INCREASES BY EMPLOYEE CATEGORY

<u>Category</u>	<u>Increase</u>	<u>Notes</u>
Police MPA	2.75%	Except Police Officer IIs with 12 years or more who receive 3.75%. Additional \$500 Bonus approved for MPA.
Police Non-Rep Commissioned	2.75%	Including PST, Police Recruit, and Probationary Police Officer II up to Deputy Director. Additional \$500 Bonus approved for Police Non-Rep Commissioned.
Police CWA (Dispatchers)	1.50%	
Fire IAFF	2.00%	Including Fire Dispatchers and all non-commissioned, civilian employees represented by IAFF.
Fire Non-Rep Commissioned	2.00%	Including Fire Recruit and Probationary Firefighter Paramedic up to Deputy Director.
AFSCME Main	1.50%	Except Crew Chiefs who receive 5.5%.
AFSCME Code Enforcement	3.00%	Per Agreement.
AFSCME Police Property	1.50%	
AFSCME Survey	1.50%	
AFSCME Clerical	Varies	Secretary B & C reclassified to Administrative Assistant (grade 11); General Clerk A reclassified to Office Support Clerk A (with minimum 2% above grade 8 minimum) and General Clerk B reclassified to Office Support Clerk B (grade 8). All employees will receive adjustment to new minimum or 1.5% whichever is greater, not both.
Oper Eng Heavy Equip	1.50%	Except Fuel Truck Operator to Sweeper Operator rate. Note: Mechanic Tool Allowance incorporated into base rate.
Oper Eng Water Treatment	1.50%	
Oper Eng Animal Shelter	1.50%	
Oper Eng Construction Insp	1.50%	
Craft MOUs	1.50%	
Machinists	-	\$1,000 Bonus
Grant-Funded Employees	TBD	Grant-Funded Employees will receive the 1.5% increase as determined by the division. MMI employees in part-time category will be administered by Parks through personnel transactions.
General Non-Rep Employees (Civil Service and Appointed)	1.50%	NOTE: No Length of Employment Requirement. Includes Chiefs and Directors. General grade 7 positions will be re-graded and placed in general grade 8; and some specific positions will be re-structured per market review.
Elected Employees	N/A	Not eligible for general increase.
Part-Time / Seasonal	N/A	Not eligible for general increase except for School Crossing Guards (1.5%).

"E" PAY RANGES

EFFECTIVE JULY 1, 2016

<u>GRADE</u>	<u>RATE PER:</u>	<u>MINIMUM</u>	<u>1ST QUARTILE</u>	<u>MIDPOINT</u>	<u>3RD QUARTILE</u>	<u>MAXIMUM</u>
E20	ANNUAL	\$98,859.02	\$105,038.31	\$111,217.60	\$117,395.72	\$123,573.84
	MONTHLY	\$8,238.25	\$8,753.19	\$9,268.13	\$9,782.98	\$10,297.82
	PAY PERIOD	\$3,802.27	\$4,039.94	\$4,277.60	\$4,515.22	\$4,752.84
	HOURLY	\$47.53	\$50.50	\$53.47	\$56.44	\$59.41
E19	ANNUAL	\$87,100.52	\$94,177.46	\$101,254.40	\$108,331.21	\$115,408.02
	MONTHLY	\$7,258.38	\$7,848.13	\$8,437.87	\$9,027.61	\$9,617.34
	PAY PERIOD	\$3,350.02	\$3,622.21	\$3,894.40	\$4,166.59	\$4,438.77
	HOURLY	\$41.88	\$45.28	\$48.68	\$52.08	\$55.48
E18	ANNUAL	\$76,909.82	\$84,599.71	\$92,289.60	\$99,981.70	\$107,673.80
	MONTHLY	\$6,409.15	\$7,049.98	\$7,690.80	\$8,331.81	\$8,972.82
	PAY PERIOD	\$2,958.07	\$3,253.84	\$3,549.60	\$3,845.45	\$4,141.30
	HOURLY	\$36.98	\$40.67	\$44.37	\$48.07	\$51.77
E17	ANNUAL	\$68,061.76	\$76,140.48	\$84,219.20	\$92,305.20	\$100,391.20
	MONTHLY	\$5,671.81	\$6,345.04	\$7,018.27	\$7,692.10	\$8,365.93
	PAY PERIOD	\$2,617.76	\$2,928.48	\$3,239.20	\$3,550.20	\$3,861.20
	HOURLY	\$32.72	\$36.61	\$40.49	\$44.38	\$48.27

Prepared by Compensation 6/23/16

Salary Ranges Established: 7/1/06; 7/1/08 - 3-5% range adjustment; 7/1/09-2% adj; 7/16/11-Min -4.6%;
7/1/13-Min Restored; 1/1/16 - 1%; 7/1/16 - Mins 1%

GENERAL PAY RANGES

EFFECTIVE JULY 1, 2016

<u>GRADE</u>	<u>RATE PER:</u>	<u>MINIMUM</u>	<u>1ST QUARTILE</u>	<u>MIDPOINT</u>	<u>3RD QUARTILE</u>	<u>MAXIMUM</u>
16	ANNUAL	\$60,365.24	\$68,662.62	\$76,960.00	\$85,259.20	\$93,558.40
	MONTHLY	\$5,030.44	\$5,721.89	\$6,413.33	\$7,104.93	\$7,796.53
	PAY PERIOD	\$2,321.74	\$2,640.87	\$2,960.00	\$3,279.20	\$3,598.40
	HOURLY	\$29.02	\$33.01	\$37.00	\$40.99	\$44.98
15	ANNUAL	\$53,660.36	\$60,900.58	\$68,140.80	\$75,389.60	\$82,638.40
	MONTHLY	\$4,471.70	\$5,075.05	\$5,678.40	\$6,282.47	\$6,886.53
	PAY PERIOD	\$2,063.86	\$2,342.33	\$2,620.80	\$2,899.60	\$3,178.40
	HOURLY	\$25.80	\$29.28	\$32.76	\$36.25	\$39.73
14	ANNUAL	\$47,910.20	\$54,260.70	\$60,611.20	\$66,955.20	\$73,299.20
	MONTHLY	\$3,992.52	\$4,521.73	\$5,050.93	\$5,579.60	\$6,108.27
	PAY PERIOD	\$1,842.70	\$2,086.95	\$2,331.20	\$2,575.20	\$2,819.20
	HOURLY	\$23.03	\$26.09	\$29.14	\$32.19	\$35.24
13	ANNUAL	\$42,966.56	\$48,554.48	\$54,142.40	\$59,727.20	\$65,312.00
	MONTHLY	\$3,580.55	\$4,046.21	\$4,511.87	\$4,977.27	\$5,442.67
	PAY PERIOD	\$1,652.56	\$1,867.48	\$2,082.40	\$2,297.20	\$2,512.00
	HOURLY	\$20.66	\$23.34	\$26.03	\$28.72	\$31.40
12	ANNUAL	\$38,701.52	\$43,634.76	\$48,568.00	\$53,508.00	\$58,448.00
	MONTHLY	\$3,225.13	\$3,636.23	\$4,047.33	\$4,459.00	\$4,870.67
	PAY PERIOD	\$1,488.52	\$1,678.26	\$1,868.00	\$2,058.00	\$2,248.00
	HOURLY	\$18.61	\$20.98	\$23.35	\$25.73	\$28.10
11	ANNUAL	\$35,030.84	\$39,407.42	\$43,784.00	\$48,162.40	\$52,540.80
	MONTHLY	\$2,919.24	\$3,283.96	\$3,648.67	\$4,013.54	\$4,378.40
	PAY PERIOD	\$1,347.34	\$1,515.67	\$1,684.00	\$1,852.40	\$2,020.80
	HOURLY	\$16.84	\$18.95	\$21.05	\$23.16	\$25.26
10	ANNUAL	\$31,848.18	\$35,746.49	\$39,644.80	\$43,544.80	\$47,444.80
	MONTHLY	\$2,654.02	\$2,978.88	\$3,303.73	\$3,628.73	\$3,953.73
	PAY PERIOD	\$1,224.93	\$1,374.87	\$1,524.80	\$1,674.80	\$1,824.80
	HOURLY	\$15.31	\$17.19	\$19.06	\$20.94	\$22.81
9	ANNUAL	\$29,090.10	\$32,578.65	\$36,067.20	\$39,561.60	\$43,056.00
	MONTHLY	\$2,424.18	\$2,714.89	\$3,005.60	\$3,296.80	\$3,588.00
	PAY PERIOD	\$1,118.85	\$1,253.03	\$1,387.20	\$1,521.60	\$1,656.00
	HOURLY	\$13.99	\$15.66	\$17.34	\$19.02	\$20.70
8	ANNUAL	\$26,692.12	\$29,830.06	\$32,968.00	\$36,098.40	\$39,228.80
	MONTHLY	\$2,224.34	\$2,485.84	\$2,747.33	\$3,008.20	\$3,269.07
	PAY PERIOD	\$1,026.62	\$1,147.31	\$1,268.00	\$1,388.40	\$1,508.80
	HOURLY	\$12.83	\$14.34	\$15.85	\$17.36	\$18.86

SPECIAL MARKET 1 GENERAL SERVICES - SUPERVISORY

EFFECTIVE
JULY 1, 2016

PAY PLAN CODE: Spec Mkt 1

GR	JCC #	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
13C	F061PR	GEN FOREMAN - PROPERTY I	\$35.2218	\$2,817.74	\$6,104.92	\$73,261.24
12B	F112CS	SUPER - PROPERTY MAINT C	\$33.5445	\$2,683.56	\$5,814.20	\$69,772.56

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5% (Auto Mechanic Foreman removed); 7/1/09 - 3%;
7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16 - 1%; 7/1/16-1.5%

PAY PLAN CODE: Spec Mkt 1

<u>GR</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
15A	F101MM F101WP F102LS	MGR-WTP-MNT MGR-WTP-PROCESSING MGR-LIFT_FLOOD MNT	\$34.5090	\$2,760.72	\$5,981.38	\$71,778.72
14A	F102SR	MGR-STREET MAINTENANCE	\$34.2146	\$2,737.17	\$5,930.35	\$71,166.42
14B	F102CM	MGR-COLLECTION_SW	\$34.8796	\$2,790.37	\$6,045.62	\$72,549.62
14C	F102RC	MGR-COMPOST	\$33.2186	\$2,657.49	\$5,757.72	\$69,094.74
14D	F110WP	SUPER-WTP OPERATIONS	\$32.6338	\$2,610.70	\$5,656.34	\$67,878.20
13A	F111SW F111SM F111DR	SUPER-SEWER MAINTENANCE SUPER-STREET MAINTENANCE SUPER-DRAIN MAINTENANCE	\$32.5853	\$2,606.82	\$5,647.94	\$67,777.32
13B	F111SC	SUPER-COLLECTION_SW	\$31.6369	\$2,530.95	\$5,483.56	\$65,804.70
12A	F061EI F062LS F062WP	GEN FOREMAN-WTP E & I GEN FOREMAN-STAT ENGINEERS GEN FOREMAN-WTP MECHANIC	\$31.9645	\$2,557.16	\$5,540.34	\$66,486.16
11A	F112ZM F111AP	SUPER-SHIFT/PUBLIC WORKS SUPER-ASPHALT PLANT	\$31.0336	\$2,482.69	\$5,379.00	\$64,549.94
11	F111WI	SUPER-OM_SHIFT	\$30.4991	\$2,439.93	\$5,286.35	\$63,438.18

NOTES

Flat rates established 4/1/2002 to maintain a minimal 5% supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

Prepared by Compensation 09/24/16

Last Adjustment: 7/1/07-equity inc to Mgr/Supvs and PW Shift Supv; 7/1/08 -5%, Super-Asphalt Plant moved to 12A; 7/1/09-3%; 1/10-added Area Imp Super; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 1/1/16-1%; 7/1/16-1.5%

SPECIAL MARKET 1

TECHNICIAN

EFFECTIVE JULY 1, 2016

PAY PLAN CODE: Spec Mkt 1

<u>GR</u>	<u>JCC#</u>	<u>JOB TITLE</u>			<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
0	F350WW	Waste Water Treatment Trainee	Entry	70%	\$19.5766	\$1,566.13	\$3,393.18	\$40,719.38
		Class III License		80%	\$22.3734	\$1,789.87	\$3,877.93	\$46,536.62
		Class IV License		90%	\$25.1699	\$2,013.59	\$4,362.64	\$52,353.34
		6 months after attaining IV License		100%	\$27.9665	\$2,237.32	\$4,847.38	\$58,170.32
7B	F092BM	MECH-BLDG MAINTENANCE	ENTRY	85%	\$20.2471	\$1,619.77	\$3,509.39	\$42,114.02
	F092CH	MECH-BLDG MAINT/CITY HALL	3 MOS	90%	\$21.4384	\$1,715.07	\$3,715.87	\$44,591.82
			6 MOS	95%	\$22.6289	\$1,810.31	\$3,922.22	\$47,068.06
			12 MOS	100%	\$23.8200	\$1,905.60	\$4,128.67	\$49,545.60
7C	F092CA	CRAFTS ASSISTANT	ENTRY	80%	\$13.3656	\$1,069.25	\$2,316.64	\$27,800.50
			6 MOS	85%	\$14.2011	\$1,136.09	\$2,461.45	\$29,538.34
			12 MOS	90%	\$15.0363	\$1,202.90	\$2,606.20	\$31,275.40
			18 MOS	95%	\$15.8718	\$1,269.74	\$2,751.02	\$33,013.24
			24 MOS	100%	\$16.7070	\$1,336.56	\$2,895.79	\$34,750.56
7A	F264SK	INVENTORY CONTROL CLERK	ENTRY	80%	\$13.1881	\$1,055.05	\$2,285.87	\$27,431.30
			6 MOS	85%	\$14.0123	\$1,120.98	\$2,428.72	\$29,145.48
			12 MOS	90%	\$14.8364	\$1,186.91	\$2,571.56	\$30,859.66
			18 MOS	95%	\$15.6608	\$1,252.86	\$2,714.45	\$32,574.36
			24 MOS	100%	\$16.4850	\$1,318.80	\$2,857.31	\$34,288.80
8A	F263SK	SR. INVENTORY CONTROL CLERK	ENTRY	80%	\$14.5690	\$1,165.52	\$2,525.22	\$30,303.52
			6 MOS	85%	\$15.4794	\$1,238.35	\$2,683.01	\$32,197.10
			12 MOS	90%	\$16.3901	\$1,311.21	\$2,840.87	\$34,091.46
			18 MOS	95%	\$17.3005	\$1,384.04	\$2,998.66	\$35,985.04
			24 MOS	100%	\$18.2111	\$1,456.89	\$3,156.50	\$37,879.14
7D	F264PR	PRINTER	ENTRY	87.9%	\$14.2738	\$1,141.90	\$2,474.04	\$29,689.40
			6 MOS	94.0%	\$15.2551	\$1,220.41	\$2,644.14	\$31,730.66
			12 MOS	100%	\$16.2366	\$1,298.93	\$2,814.26	\$33,772.18
8B	F263PS	SR. PRINTER			\$17.3733	\$1,389.86	\$3,011.27	\$36,136.36
9A	F091AC	MECH-AUTOCAD MAINTENANCE			\$25.0111	\$2,000.89	\$4,335.13	\$52,023.14
7E	F092AT	AUTOMOTIVE TECHNICIAN			\$17.4994	\$1,399.95	\$3,033.13	\$36,398.70

NOTES

Current city employees entering into this position will be started at the rate next higher than their previous base pay rate and thereafter will advance one step each six (6) months until they reach the effective 100% rate. If a current city employee has a higher rate than the 100% rate, the employee's rate will be reduced to the 100% rate.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11 - 4.6% reduct; 7/1/13 - 4.6% restore - 07/1/14- Add Auto Tech - 03/06/15 - Add Waste Water Treatment Trainee; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: AFSCME Main

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
15	F615CU	CUSTODIAN	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F615WM	WATCHMAN	60 DAYS	\$13.81	\$1,104.66	\$2,393.36	\$28,721.16
			5 MOS	\$15.76	\$1,260.73	\$2,731.50	\$32,778.98
20	F614CK	COOK	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F614CR	CREWPERSON (1)	60 DAYS	\$13.91	\$1,113.18	\$2,411.82	\$28,942.68
	F614CS	SOLID WASTE CREWPERSON (1)	5 MOS	\$16.08	\$1,286.31	\$2,786.92	\$33,444.06
	F614MG	MESSENGER					
30	F613TD	TRUCK DRIVER	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F613TS	SOLID WASTE TRUCK DRIVER	60 DAYS	\$14.02	\$1,121.40	\$2,429.63	\$29,156.40
			5 MOS	\$16.39	\$1,310.97	\$2,840.35	\$34,085.22
40	F612OE	EQUIPMENT OPERATOR	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F612CR	SEMI SKILLED CREWPERSON	60 DAYS	\$14.12	\$1,129.93	\$2,448.11	\$29,378.18
	F612TC	TRAFFIC COUNTER	5 MOS	\$16.71	\$1,336.55	\$2,895.77	\$34,750.30
50	F611MM	MNT MECHANIC	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F611SE	SPECIAL EQUIP OPERATOR	60 DAYS	\$14.23	\$1,138.15	\$2,465.92	\$29,591.90
	F611TT	TREE TRIMMER	5 MOS	\$17.02	\$1,361.22	\$2,949.22	\$35,391.72
	F611ZK	ZOOKEEPER					
	F611ZC	ZOOKEEPER/CAT COUNTRY					
	F611CW	CONCRETE WKR (SEMI-SKILLED CR PER)					
	F611AS	ASPHALT LUTE/SCREW MAN (SEMI-SKILLED CR PER)					
60	F610FL	SPEC OFFICER FLAGMAN	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
	F610PL	PIPELAYERS (SKILLED CR PER)	60 DAYS	\$14.33	\$1,146.37	\$2,483.73	\$29,805.62
			5 MOS	\$17.32	\$1,385.88	\$3,002.65	\$36,032.88
61	F610VS	VEHICLE STORAGE SVC REP	\$0.34	(3) \$17.66	\$1,412.92	\$3,061.23	\$36,735.92
63	F610CC	CREW CHIEF (2)	\$0.37	(3) \$17.69	\$1,414.86	\$3,065.44	\$36,786.36
63	F611CS	SOLID WASTE CREW CHIEF (2)	\$0.37	(3) \$17.69	\$1,414.86	\$3,065.44	\$36,786.36
64	F610TT	TRACTOR TRAIL DRIVER	\$2.72	(3) \$20.04	\$1,603.31	\$3,473.73	\$41,686.06
68	F610SE	SPEC EQUIP OPER II (4)	\$12.61	(3) \$30.13	\$2,410.42	\$5,222.42	\$62,670.92

NOTES

(1) Effective 8/21/95, Crewpersons in Public Works Division who hold a valid CDL may receive additional \$0.10/hour and Crew Chiefs assigned low-entry, dual-drive, two person truck in Solid Waste Management will receive additional \$0.50/hour adjustment (per 7/7/95 memo approved by Personnel Director) to be paid as a license incentive separate from base pay.

(2) Effective 5/4/04, Crew Chiefs assigned "automated" vehicles in Solid Waste Management will receive additional \$1.00/hour adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay.

(3) Indicates top pay for classification; entry and 60 day rate same as grade 60.

(4) Effective 10-14-95, pay adjusted to equal Heavy Equipment Operator. Effective 12-1-06, pay adjusted equal to Lead Heavy Equipment Operator (agreed to per settlement July, 2007).

Last Adj: 7/1/08-5% inc to top rates, VSSR received additional 2% and entry rates to new City min (\$10.52); 7/1/09-3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5% (Crew Chief 5.5%)

PAY PLAN CODE: AFSCME Main

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F602RC	COURT RECORD CLERK	ENTRY	\$12.83	\$1,026.62	\$2,224.27	\$26,692.12
			60 DAYS	\$13.55	\$1,083.94	\$2,348.46	\$28,182.44
			5 MOS	\$14.98	\$1,198.59	\$2,596.87	\$31,163.34
65	F600RC	SR DPTY COURT REC CLERK		\$18.65	\$1,491.86	\$3,232.26	\$38,788.36

NOTES

60 Day Probationary Period

EFFECTIVE JULY 1, 2016

AFSCME LOCAL 1733

CLERICAL (CODE 173G)

PAY PLAN CODE: General

<u>JCC #</u>	<u>JOB TITLE</u>	<u>GENERAL GRADE</u>	<u>HOURLY</u>	<u>ENTRY (MINIMUM) PAY RATE</u>		
				<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
F652SE	OFFICE ASSISTANT	10	\$15.31	\$1,224.93	\$2,654.02	\$31,848.18
F651GC	ADMINISTRATIVE SUPPORT CLERK A	8	\$13.09	\$1,047.15	\$2,268.83	\$27,225.90
F652GC	ADMINISTRATIVE SUPPORT CLERK B	8	\$12.83	\$1,026.62	\$2,224.34	\$26,692.12

NOTES

6 month probationary period

All new hires will enter at the minimum (entry) rate as shown above.

Compensation Policy will determine resulting pay rates from all promotions, transfers, and demotions.

Prepared by Compensation 11/22/15

Entry rate adjusted 7/1/06 per Living Wage; 7/1/08-per 3% general range adjustment; 7/1/09-all jobs regraded; 7/16/11-4.6% red (exc gr 7); 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-Positions retitled/regraded per MOU;

EFFECTIVE JULY 1, 2016

AFSCME LOCAL 1733 PROPERTY EVIDENCE (CODE 173P)

PAY PLAN CODE: AFSCME Prop Ev

<u>GR</u>	<u>JCC #</u>	<u>JOB TITLE</u>	<u>HOURLY</u>	<u>ENTRY (MINIMUM) PAY RATE</u>		
				<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
10	F641PL	PHOTO LAB TECHNICIAN	15.20	\$1,215.92	\$2,634.49	\$31,613.92
20	F640PR	PROPERTY ROOM ATTENDANT	17.66	\$1,412.92	\$3,061.33	\$36,735.92

NOTES

6 month probationary period

Prepared by Compensation 6/11/16

Entry (minimum) pay rate adjusted 7/1/06 per Living Wage; 7/1/08 - equity adjustment (39.7%- Prop Room Attendant; 30.5%- Photo Lab) Tech); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/18-1.5%

EFFECTIVE JULY 1, 2016

AFSCME LOCAL 1733

CODE ENFORCEMENT (CODE173C)

PAY PLAN CODE: AFSCME Code Enf

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F631CE	CODE ENFORCEMENT INSPECTOR	ENTRY	\$16.27	\$1,301.54	\$2,819.92	\$33,840.04
			6 MOS	\$16.87	\$1,349.25	\$2,923.29	\$35,080.50
			12 MOS	\$17.61	\$1,408.65	\$3,051.98	\$36,624.90
			18 MOS	\$18.40	\$1,471.65	\$3,188.48	\$38,262.90
			24 MOS	\$19.35	\$1,548.16	\$3,354.24	\$40,252.16
20	F630CE	SR CODE ENFORCEMENT INSPECTOR	ENTRY	\$20.71	\$1,657.06	\$3,590.19	\$43,083.56
			6 MOS	\$21.39	\$1,711.08	\$3,707.23	\$44,488.08
			12 MOS	\$22.46	\$1,796.58	\$3,892.47	\$46,711.08
			18 MOS	\$22.77	\$1,821.78	\$3,947.07	\$47,366.28
			24 MOS	\$23.46	\$1,876.68	\$4,066.01	\$48,793.68

NOTES

Employees transferring/promoting into these positions will be paid at the step rate on the schedule which is next higher than their previous rate and progress each six (6) months until the top rate is reached.

Employees are eligible to receive a first \$1.00/hour pay increase and a second \$1.00/hour pay increase for attaining certain certifications (see current MOU). These amounts will be added to the employees' pay as license incentives separate from base pay.

180 day initial probation period / 60 day administrative probation period

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05-5.4% and 4.8% to top rates(per impasse);7/1/06-\$500 annual equity adjustment plus 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-3%

EFFECTIVE JULY 1, 2016

AFSCME LOCAL 1733

SURVEY SVC CTR (CODE173S)

PAY PLAN CODE: AFSCME Survey

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F621EA	ENGINEERING AIDE	ENTRY	19.08	\$1,526.46	\$3,307.23	\$39,687.96
			6 MOS	20.52	\$1,641.76	\$3,557.04	\$42,685.76
			12 MOS	21.00	\$1,727.79	\$3,743.43	\$44,922.54
			18 MOS	23.59	\$1,887.45	\$4,089.35	\$49,073.70
			24 MOS	24.98	\$1,998.32	\$4,329.56	\$51,956.32
20	F620SI	SURVEY INSTRUMENT OPER	ENTRY	21.65	\$1,732.24	\$3,753.07	\$45,038.24
			6 MOS	22.84	\$1,827.13	\$3,958.66	\$47,505.38
			12 MOS	24.04	\$1,922.93	\$4,166.22	\$49,996.18
			18 MOS	25.40	\$2,032.02	\$4,402.57	\$52,832.52
			24 MOS	26.72	\$2,137.57	\$4,631.26	\$55,576.82

NOTES

180 day probation period

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 8.4% and 4.7% to top rates (per Impasse 2004); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

EFFECTIVE JULY 1, 2016

IAFF LOCAL 1784

CODE 1784

PAY PLAN CODE: Fire

GR	JCC#	JOB TITLE	SCHED		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
02	F504CS	COMMUNICATIONS DATA SPECIALIST	40		14.4866	\$1,158.93	\$2,510.94	\$30,132.18
04	F503MS	FIRE MATERIAL SPECIALIST	40	ENTRY	14.8591	\$1,188.73	\$2,575.50	\$30,906.98
				6 MOS	17.2289	\$1,378.31	\$2,986.25	\$35,836.06
				12 MOS	18.2989	\$1,463.91	\$3,171.71	\$38,061.66
				24 MOS	19.3674	\$1,549.39	\$3,356.91	\$40,284.14
06	F503AI	ANTI-NEGLECT FIELD INSPECTOR	40		22.4608	\$1,796.86	\$3,893.08	\$46,718.36
10	F503AL	FIRE ALARM OPER II	40	1-2 YRS	24.0419	\$1,923.35	\$4,167.13	\$50,007.10
				2-3 YRS	25.8234	\$2,065.87	\$4,475.91	\$53,712.62
15	F502FS	FIRE PROTECTION SPECIALIST	40		25.6856	\$2,054.85	\$4,452.04	\$53,426.10
20	F503FP	FIRE PRIVATE II	56	1-2 YRS	16.8134	\$1,883.10	\$4,079.92	\$48,960.60
				2-3 YRS	18.0248	\$2,018.78	\$4,373.89	\$52,488.28
				3 YRS +	18.6638	\$2,090.34	\$4,528.93	\$54,348.84
			40	1-2 YRS	23.5388	\$1,883.10	\$4,079.92	\$48,960.60
				2-3 YRS	25.2348	\$2,018.78	\$4,373.89	\$52,488.28
				3 YRS +	26.1293	\$2,090.34	\$4,528.93	\$54,348.84
30	F502DR	FIRE DRIVER	56		19.8399	\$2,222.07	\$4,814.34	\$57,773.82
			40		27.7759	\$2,222.07	\$4,814.34	\$57,773.82
40	F502AL	FIRE ALARM OPER III	40		28.1541	\$2,252.33	\$4,879.90	\$58,560.58
60	F502FP	FIREFIGHTER/PARAMEDIC	56	1-2 YRS	18.3208	\$2,052.00	\$4,447.16	\$53,367.60
				2-3 YRS	19.6471	\$2,200.47	\$4,767.54	\$57,212.22
				3 YRS +	20.3433	\$2,278.45	\$4,936.49	\$59,239.70
			40	1-2 YRS	25.6575	\$2,052.60	\$4,447.16	\$53,367.60
				2-3 YRS	27.5059	\$2,200.47	\$4,767.54	\$57,212.22
				3 YRS +	28.4806	\$2,278.45	\$4,936.49	\$59,239.70
60	F502QP	QUALITY ASSURANCE PARAMEDIC	40		28.4809	\$2,278.47	\$4,936.53	\$59,240.22
65	F500AI	SR ANTI-NEGLECT FIELD INSPECTOR	40		29.4193	\$2,353.54	\$5,099.18	\$61,192.04
70	F502MA	MECHANIC-MNT AIRMASK	40		29.5635	\$2,365.08	\$5,124.18	\$61,492.08
80	F500IN	FIRE INSPECTOR	40		30.9329	\$2,474.63	\$5,361.53	\$64,340.38
90	F500LF	FIRE LIEUTENANT	56		22.5246	\$2,522.76	\$5,465.81	\$65,591.76
	F500CR	COORDINATOR - OSHA/FIRE	40		31.5345	\$2,522.76	\$5,465.81	\$65,591.76
##	F500FL	FIRE ALARM OPER/SR.	40		31.7335	\$2,538.68	\$5,500.30	\$66,005.68
##	F500FI	FIRE INVESTIGATOR	40		34.5670	\$2,765.36	\$5,991.43	\$71,899.36

Prepared by Compensation 6/12/2016

Leat Adjustment: 7/1/07 - Steps removed from FF/Paramedic (Fall, 2007); 7/1/08 - 5% and steps restored to FF/Paramedic; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16 - 1-2%; 6/1/16-1%; 7/1/16-2%

EFFECTIVE
JULY 1, 2016

FIRE NON-REPRESENTED BASE RATES (SM3)

PAY PLAN CODE: Spec Mkt 3

<u>GR</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>40 HOUR</u>	<u>\$6 HOUR</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
16	F100DC	FIRE DEPUTY CHIEF	\$54.7550	\$39.1107	\$4,380.40	\$9,490.57	\$113,890.40
16	F100DF	FMS DEPUTY CHIEF					
16	F100DS	SPECIAL OPERATIONS DEPUTY CHIEF					
16	F100DL	LOGISTICS DEPUTY CHIEF					
16	F100FM	FIRE MARSHALL					
15	F101DV	FIRE DIVISION CHIEF	\$45.7350	\$32.6679	\$3,658.80	\$7,927.16	\$95,128.80
15	F101DE	EMS DIVISION CHIEF					
15	F101CI	CHIEF FIRE INVESTIGATOR					
15	F101AF	ASSISTANT FIRE MARSHALL					
15	F101DL	DIVISIONAL AIRPORT LIAISON CHIEF					
15B	F101DT	FIRE COMMUNICATIONS MANAGER	\$43.6539	\$31.1813	\$3,492.31	\$7,566.44	\$90,800.06
15C	F101AP	APPARATUS MNT & AIRMASK MGR	\$42.5880	\$30.4200	\$3,407.04	\$7,381.69	\$88,583.04
14B	F110SC	SAFETY CHIEF	\$40.4756	\$28.9112	\$3,238.05	\$7,015.56	\$84,189.30
14B	F110BT	BATTALION CHIEF					
14B	F110BE	EMS BATTALION CHIEF					
14B	F110AR	AIR RESCUE CHIEF					
14B	F110IS	FIRE INVESTIGATIVE SVCS MANAGER					
14B	F110FP	FIRE PREVENTION MANAGER					
14D	F110QI	EMS QUALITY IMPROVEMENT COORD	\$38.8948	\$27.7820	\$3,111.58	\$6,741.55	\$80,901.08
14E	F102LM	LOGISTICAL SERVICES MANAGER	\$37.3654	\$26.6896	\$2,989.23	\$6,476.47	\$77,719.98
10	F121WC	WATCH COMMANDER	\$35.1240	\$25.0886	\$2,809.92	\$6,087.97	\$73,057.92
12A	F112AM	FIRE APPARATUS MAINT SUPERVISOR	\$33.5668	\$23.9763	\$2,685.34	\$5,818.06	\$69,818.84
00	F502PA	FIREFIGHTER/PARAMEDIC -PROB	\$24.3270	\$17.3764	\$1,946.16	\$4,216.55	\$50,600.16
00A	F504AL	FIRE ALARM OPER I	\$16.6658	\$11.9041	\$1,333.26	\$2,888.64	\$34,664.76
00B	F504FP	FIRE RECRUIT	\$16.4843	\$11.7745	\$1,318.74	\$2,857.18	\$34,287.24
FR-CAPTAIN/30 YEAR (Per City Charter)			\$33.2370	\$23.7407	\$2,658.96	\$5,760.90	\$69,132.96

Prepared by Compensation 6/12/16

Last Adj: 7/1/08-5%, Gr 16 inc; Gr 14B step removed 1/3/09; 7/1/09-3%;9/09-Prevention Mgmt Review Comp'd; 7/16/11-4.6%
reduc; 7/1/13-4.6% restore; 1/1/16 - 1-2%; 6/1/16-1% commissioned; 7/1/16-2% commissioned

EFFECTIVE JULY 1, 2016

MPA LOCAL 18

CODE 0018

PAY PLAN CODE: Police

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F511PL	POLICE OFFICER II 1-2 YRS	\$22.7600	\$1,820.80	\$3,944.95	\$47,340.80
		2-3 YRS	\$24.4773	\$1,958.18	\$4,242.59	\$50,912.68
		3-12 YRS	\$26.9941	\$2,159.53	\$4,678.84	\$56,147.78
		12 YRS	\$27.2568	\$2,180.54	\$4,724.36	\$56,694.04
20	F511PT	POLICE OFFICER II/TACT	\$27.8690	\$2,229.52	\$4,830.48	\$57,967.52
30	F510PH	PILOT - HELICOPTER	\$28.9279	\$2,314.23	\$5,014.01	\$60,169.98
40	F510PS	SERGEANT	\$29.7418	\$2,379.34	\$5,155.08	\$61,862.84

Prepared by Compensation 6/5/16

Last Adjustment: 7/1/05 - 3%; 7/1/08 - 5%; 7/1/09 - 3% + \$40.84/mo. for 3+ years; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-2%; 7/1/16 - 2.75%-3.75%

EFFECTIVE
JULY 1, 2016

POLICE NON-REPRESENTED BASE RATES (SM4)

PAY PLAN CODE: Spec Mkt 4

<u>GR</u>	<u>JCC#</u>	<u>JOB TITLE</u>	<u>HOURLY</u>	<u>PAY PERIOD</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
00	F005PD	POLICE DEPUTY CHIEF	\$54.6115	\$4,388.92	\$9,465.70	\$113,591.92
16	F100CL	POLICE COLONEL	\$48.1825	\$3,854.60	\$8,351.38	\$100,219.60
15	F101CO	POLICE LIEUTENANT COLONEL	\$42.9260	\$3,434.08	\$7,440.28	\$89,286.08
14	F110MT	POLICE MAJOR/TACT	\$37.6729	\$3,013.83	\$6,529.76	\$78,359.58
14A	F110PM	POLICE MAJOR	\$36.7396	\$2,939.17	\$6,368.01	\$76,418.42
14B	F102PO	MGR-COMMUNICATIONS	\$36.2928	\$2,903.42	\$6,290.55	\$75,488.92
12	F112LT	POLICE LT - TACT	\$33.1429	\$2,651.43	\$5,744.59	\$68,937.18
12A	F112LI	POLICE LIEUTENANT	\$32.2234	\$2,577.87	\$5,585.21	\$67,024.62
12B	F112RM	SUPV-RADIO MAINTENANCE	\$32.2326	\$2,578.61	\$5,586.82	\$67,043.86
12C	F112RP	SUPV-POL RADIO DISPATCHERS	\$31.8314	\$2,546.51	\$5,517.27	\$66,209.26
11	F260GS	GUNSMITH/FIREARMS INSTRUCTOR	\$30.0185	\$2,401.48	\$5,203.05	\$62,438.48
00B	F511LA	POLICE OFFICER II/LEP	\$22.7600	\$1,820.80	\$3,944.95	\$47,340.80
00C	F513PL	POLICE OFFICER II - PROBATIONARY	\$20.1724	\$1,637.70	\$3,548.44	\$42,502.54
00D	F515PL	POLICE RECRUIT	\$19.1331	\$1,530.65	\$3,316.31	\$39,796.90
00D	F350PI	POLICE INTERN				
00E	F516PS	POLICE SVC TECH	\$12.8328	\$1,026.62	\$2,224.27	\$26,692.12
00F	T350SC	SCHOOL CROSSING GUARD	\$15.2770	\$1,222.16	\$2,647.93	\$31,776.16
00F	T350TA	TRAFFIC AIDE				
POLICE CAPTAIN (RETIRED)			\$36.7396	\$2,939.17	\$6,368.01	\$76,418.42

Prepared by Compensation 6/5/16

Last Adj: 7/1/09 - 3%; 7/16/11-4.6% reduct; 7/1/13-4.6% restore; 7/1/15 - PST entry to living wage; 1/1/16 - 1-2%; 7/1/16 - 1.5%-2.75%

EFFECTIVE JULY 1, 2016

POLICE DISPATCHERS CWA LOCAL 3806

CODE 3806

PAY PLAN CODE: Police Dispatch

GR	JCC#	JOB TITLE		HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F512PR	POLICE RADIO DISPATCHER	0 - 1 YR	\$19.8268	\$1,586.14	\$3,436.53	\$41,239.64
			1 - 2 YRS	\$23.2113	\$1,856.90	\$4,023.16	\$48,279.40
			2 - 3 YRS	\$24.9364	\$1,994.91	\$4,322.17	\$51,867.66
			3 YRS +	\$27.1715	\$2,173.72	\$4,709.58	\$56,516.72

NOTES

1 year probationary period

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05-3% (new bargaining unit); 7/1/08-5%; 7/1/09-3%; 7/16/11-4.6% Red; 7/1/13-4.6%
Restored; 7/1/15-per MOU; 7/1/16-1.5%

PAY PLAN CODE: OE Animal Shltr

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F546AC	ANIMAL CARE TECHNICIAN	ENTRY	80%	\$16.92	\$1,353.60	\$2,932.71	\$35,193.60
			6 MOS	90%	\$17.94	\$1,434.80	\$3,108.64	\$37,304.80
			12 MOS	100%	\$18.95	\$1,516.00	\$3,284.57	\$39,416.00
		HAZARDOUS DUTY PAY RATE	12 MOS	100%	\$20.09	\$1,606.96	\$3,461.64	\$41,760.96
15	F545AC	SENIOR ANIMAL CARE TECHNICIAN			\$19.90	\$1,592.33	\$3,449.94	\$41,400.58
		HAZARDOUS DUTY PAY RATE			\$21.10	\$1,687.87	\$3,656.94	\$43,864.62
20	F545AF	ANIMAL SERVICES OFFICER	ENTRY	80%	\$18.09	\$1,446.98	\$3,135.03	\$37,621.48
			6 MOS	90%	\$19.10	\$1,528.18	\$3,310.95	\$39,732.68
			12 MOS	100%	\$20.12	\$1,609.38	\$3,486.88	\$41,843.88
		HAZARDOUS DUTY PAY RATE	12 MOS	100%	\$21.32	\$1,705.94	\$3,696.09	\$44,354.44
25	F544AF	SENIOR ANIMAL SERVICES OFFICER			\$21.13	\$1,690.58	\$3,662.81	\$43,955.08
		HAZARDOUS DUTY PAY RATE			\$22.40	\$1,792.01	\$3,862.57	\$46,592.26

NOTES

All employees receive additional 6% hazardous duty pay for all hours worked.

Qualified employees shall receive an additional three percent (3%) euthanasia premium paid at a minimum of four (4) hour increments (not shown above).

6 months probationary period

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/06-add sr positions; 7/1/08-equity adj: Tech rate 22% and Officer rate 20% (6% euth prem removed); 7/1/09-6.0% and 5.6% per MOU; 7/16/11-4.6% red; 7/1/13-4.6% rest; 7/1/15-per MOU; 7/1/16-1.5%

PAY PLAN CODE: OE Water Treat

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F558PA	POLLUTION CONTROL AIDE	ENTRY	72%	\$12.8328	\$1,026.62	\$2,224.27	\$26,692.12
			6 MOS	80%	\$14.1914	\$1,135.31	\$2,459.76	\$29,518.06
			12 MOS	90%	\$15.9654	\$1,277.23	\$2,767.25	\$33,207.98
			18 MOS	100%	\$17.7391	\$1,419.13	\$3,074.69	\$36,897.38
15	F559DP	DISPATCHER	ENTRY	70%	\$13.1896	\$1,055.17	\$2,286.13	\$27,434.42
			6 MOS	80%	\$15.0738	\$1,205.90	\$2,612.70	\$31,353.40
			12 MOS	90%	\$16.9580	\$1,356.64	\$2,939.30	\$35,272.64
			18 MOS	100%	\$18.8424	\$1,507.39	\$3,265.91	\$39,192.14
20	F557LA	LAB ANALYST	ENTRY	70%	\$13.6308	\$1,090.46	\$2,362.59	\$28,351.96
			6 MOS	80%	\$15.5780	\$1,246.24	\$2,700.10	\$32,402.24
			12 MOS	90%	\$17.5249	\$1,401.99	\$3,037.55	\$36,451.74
			18 MOS	100%	\$19.4723	\$1,557.78	\$3,375.09	\$40,502.28
30	F556ME	MECHANICAL OPERATOR	ENTRY	70%	\$13.6499	\$1,091.99	\$2,365.91	\$28,391.74
			6 MOS	80%	\$15.5996	\$1,247.97	\$2,703.85	\$32,447.22
			12 MOS	90%	\$17.5498	\$1,403.98	\$3,041.86	\$36,503.48
			18 MOS	100%	\$19.4993	\$1,559.94	\$3,379.77	\$40,558.44
40	F556MH	MAINTENANCE HELPER	ENTRY	70%	\$14.0105	\$1,120.84	\$2,428.41	\$29,141.84
			6 MOS	80%	\$16.0120	\$1,280.96	\$2,775.33	\$33,304.96
			12 MOS	90%	\$18.0133	\$1,441.06	\$3,122.20	\$37,467.56
			18 MOS	100%	\$20.0149	\$1,601.19	\$3,469.14	\$41,630.94
50	F557IP	POLLUTION CONTROL INSP	ENTRY	70%	\$14.9398	\$1,195.18	\$2,589.48	\$31,074.68
			6 MOS	80%	\$17.0740	\$1,365.92	\$2,959.40	\$35,513.92
			12 MOS	90%	\$19.2083	\$1,536.66	\$3,329.33	\$39,953.16
			18 MOS	100%	\$21.3425	\$1,707.40	\$3,099.25	\$44,392.40
55	F556SO	STOPPAGE OPERATOR/SEWER	CABLE	88%	\$19.0709	\$1,525.67	\$3,305.52	\$39,667.42
			WASH	92%	\$19.8654	\$1,589.23	\$3,443.23	\$41,319.98
			VACTOR	100%	\$21.6160	\$1,729.28	\$3,746.66	\$44,961.28
60	F555SS	SLUDGE SPREADER	ENTRY	70%	\$15.1314	\$1,210.51	\$2,622.69	\$31,473.26
			6 MOS	80%	\$17.2933	\$1,383.46	\$2,997.40	\$35,969.96
			12 MOS	90%	\$19.4544	\$1,556.35	\$3,371.99	\$40,465.10
			18 MOS	100%	\$21.6160	\$1,729.28	\$3,746.66	\$44,961.28
70	F554CA	ASST CHEMIST-WTP	ENTRY	70%	\$16.0809	\$1,286.47	\$2,787.27	\$33,448.22
	F554WS	OPER-WASTE TRMT I	6 MOS	80%	\$18.3786	\$1,470.29	\$3,185.53	\$38,227.54
			12 MOS	90%	\$20.6754	\$1,654.03	\$3,583.62	\$43,004.78
			18 MOS	100%	\$22.9729	\$1,837.83	\$3,981.84	\$47,783.58
80	F553MM	MECH-MNT WASTE TREAT I	ENTRY	70%	\$18.0986	\$1,447.89	\$3,137.00	\$37,645.14
	F553SE	STATIONARY ENGINEER I	6 MOS	80%	\$20.6841	\$1,654.73	\$3,585.14	\$43,022.98
			12 MOS	90%	\$23.2700	\$1,861.60	\$4,033.34	\$48,401.60
			18 MOS	100%	\$25.8553	\$2,068.42	\$4,481.44	\$53,778.92
90	F553WS	OPER-WASTE TRMT II	ENTRY	70%	\$19.5766	\$1,566.13	\$3,393.18	\$40,719.38
			6 MOS	80%	\$22.3734	\$1,789.87	\$3,877.93	\$46,536.62
			12 MOS	90%	\$25.1699	\$2,013.59	\$4,362.64	\$52,353.34
			18 MOS	100%	\$27.9665	\$2,237.32	\$4,847.38	\$58,170.32

PAY PLAN CODE: OE Water Treat

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
100	F551MM F551SE	MECH-MNT WASTE TREAT II	ENTRY	07%	\$19.9036	\$1,592.29	\$3,449.86	\$41,399.54
			6 MOS	77%	\$22.7468	\$1,819.74	\$3,942.65	\$47,313.24
			12 MOS	87%	\$25.5900	\$2,047.20	\$4,435.46	\$53,227.20
			18 MOS	100%	\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
110	F550CT	CONTROL TECH-WASTE TREAT	ENTRY	70%	\$20.4890	\$1,639.12	\$3,551.32	\$42,617.12
			6 MOS	80%	\$23.4153	\$1,873.22	\$4,058.52	\$48,703.72
			12 MOS	90%	\$26.3423	\$2,107.38	\$4,565.85	\$54,791.88
			18 MOS	100%	\$29.2693	\$2,341.54	\$5,073.18	\$60,880.04
120	F551MS	MECHANIC-SHOP			\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70

NOTES

Employees assigned to work at the Water Treatment Plants receive additional 3% hazardous duty pay for all hours worked.

60 day probation period.

Certain positions receive incentive pay when licenses are earned and maintained and /or other requirements are met (see MOU).

For Stoppage Operator, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test to move to higher rate.

Last Adjustments: 7/1/08 - 5% and 2% equity adjustment (exc Shop Mechanics (11.3%) equal to electricians and Pol Control Insp and Aide (additional 7.7% and 8.9%); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% restoration.; 7/1/15 - Mnt Mech II and Stat Eng II top rate set equal to Shop Mech and Stoppage Operator top rate set equal to Sludge Spreader; 2015 - Add Dispatcher and Stoppage Operator; 1/1/16-1%; 7/1/16-1.5%.

EFFECTIVE
JULY 1, 2016

OPERATING ENGINEERS LOCAL 369

CODE 0369

PAY PLAN CODE: OE Heavy Equip

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F543SW F543FD	OPERATOR-SWEEPER DRIVER-FUEL TRUCK	\$23.6801	\$1,894.41	\$4,104.43	\$49,254.66
20	F542HR	MECH-HELPER HEAVY EQUIPMENT	\$24.6911	\$1,975.29	\$4,279.66	\$51,357.54
30	F543AP	GREASER	\$25.5525	\$2,044.20	\$4,428.96	\$53,149.20
35	F543AP	ASPHALT PLANT OPERATOR	\$27.1241	\$2,169.93	\$4,701.37	\$56,418.18
40	F541HE F541BH	OPERATOR-HEAVY EQUIPMENT OPERATOR-BACK HOE	\$28.6955	\$2,295.64	\$4,973.73	\$59,686.64
50	F541MH	MECH-HEAVY EQUIPMENT (1)	\$29.2030	\$2,336.24	\$5,061.70	\$60,742.24
60	F540HE	OPERATOR-HEAVY EQUIPMENT/LD (3)	\$30.1303	\$2,410.42	\$5,222.42	\$62,670.92
70	F540MH	MECH-HEAVY EQUIPMENT/LD (2)	\$30.6631	\$2,453.05	\$5,314.78	\$63,779.30

NOTES

(1) Includes tool allowance of \$86.67 per month (.5000/hr).- Effective 07/01/16 - The union included the tool allowance as part of the base salary

(2) Includes \$86.67/month tool allowance plus 5% lead differential. - Effective 07/01/16 - The union included the tool allowance as part of the base salary

(3) Includes 5% lead differential.

90 day probationary period

As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3:00 p.m. and 10:59 p.m. an hourly premium of \$.25 cents per hour and those working a fixed shift between 11:00 p.m. and 6:59 a.m. an hourly premium of \$.45 cents during the full term of the agreement beginning July

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05-3%; 7/1/06-Adjustments for Greaser (7.9%) and Asphalt Plant Operator (6.15%); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

EFFECTIVE
JULY 1, 2016

CONSTRUCTION INSPECTION (OPER ENG - 369D)

CODE 036E

PAY PLAN CODE: OE Const Insp

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F554ZC	ZONE CONSTRUCTION INSPECTOR	ENTRY	70%	\$16.6305	\$1,330.44	\$2,882.53	\$34,591.44
			6 MOS	80%	\$19.0063	\$1,520.50	\$3,294.32	\$39,533.00
			12 MOS	90%	\$21.3821	\$1,710.57	\$3,706.12	\$44,474.82
			18 MOS	100%	\$23.7579	\$1,900.63	\$4,117.90	\$49,416.38

NOTES

60 day probationary period

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/05 - 3%; 7/1/08 - equity adjustment of 9.8% to top rate; 7/1/09 - 3%; 7/16/11-4.6% red;
7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Machinists GS

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F534MH	MECHANIC	ENTRY	85.5%	\$18.7264	\$1,498.11	\$3,245.81	\$38,950.86
			8 MOS	90%	\$19.7119	\$1,576.95	\$3,416.62	\$41,000.70
			16 MOS	95%	\$20.8073	\$1,664.58	\$3,606.48	\$43,279.08
			24 MOS	100%	\$21.9021	\$1,752.17	\$3,796.25	\$45,556.42
26	F533FH	REPAIRER-FIRE HYDRANT	ENTRY	95%	\$23.6025	\$1,888.20	\$4,090.97	\$49,093.20
			6 MOS	100%	\$24.9025	\$1,992.20	\$4,316.30	\$51,797.20
28	F532FH	REPAIRER-FIRE HYDRANT/LD (1)			\$26.3966	\$2,111.73	\$4,575.27	\$54,904.98
30	F532MM	MECHANIC-MASTER	ENTRY	80%	\$23.4348	\$1,874.78	\$4,061.90	\$48,744.28
	F532RA	REPAIRER AUTO BODY	8 MOS	90%	\$26.3670	\$2,109.36	\$4,570.14	\$54,843.36
	F532WM	WELDER-MASTER	16 MOS	100%	\$29.2971	\$2,343.77	\$5,078.01	\$60,938.02
	F532WC	WELDER-COMBINATION						
	F532WR	WELDER-RADIATOR REPAIR						
32	F532MF	MECHANIC-MNT/FIRE			\$29.2971	\$2,343.77	\$5,078.01	\$60,938.02
34	F532AC	TECH-AUTOMOTIVE RESTORATION			\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
36	F532MH	MECHANIC-HELICOPTER	ENTRY	69%	\$20.5023	\$1,640.18	\$3,553.61	\$42,644.68
			8 MOS	78%	\$23.4348	\$1,874.78	\$4,061.90	\$48,744.28
			16 MOS	88%	\$26.3670	\$2,109.36	\$4,570.14	\$54,843.36
			24 MOS	100%	\$29.9275	\$2,394.20	\$5,187.27	\$62,249.20
40	F531MM	MECHANIC-MASTER/LD (1)			\$31.0550	\$2,484.40	\$5,382.70	\$64,594.40
50	F531MF	MECHANIC-MNT FIRE/LD (1)			\$31.0550	\$2,484.40	\$5,382.70	\$64,594.40
60	F531MH	MECHANIC-HELICOPTER/LD (1)			\$32.9183	\$2,633.46	\$5,705.65	\$68,469.96

NOTES

(1) Receives lead differential of 6% above base per 7/1/2000 agreement.

90 day probationary period except for Fire Hydrant Repairers who serve a six month probationary period.

Prepared by Compensation 6/11/16

Last Adj: 7/1/08 - 5% (additional 6.9% equity inc to Mech Helper and Mast Mech to 3 steps); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 8/23/14 - Adj to Auto Rest Tech; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Bricklayers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561BM	MNT BRICKLAYER/TILESETTER	29.5556	\$2,364.45	\$5,122.82	\$61,475.70
20	F560BM	MNT BRICKLAYER/TILESETTER LEAD (1)	30.5556	\$2,444.45	\$5,296.15	\$63,555.70

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/01/09 - 3% increase; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Carpenters

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F501CR	MAINTENANCE CARPENTER	\$29.5550	\$2,304.45	\$5,122.82	\$61,475.70
20	F560CR	MAINTENANCE CARPENTER/LD (1)	\$30.5556	\$2,444.45	\$5,296.15	\$63,555.70

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6%
red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Cement Masons

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561CF	CONCRETE FINISHER	\$29.5556	\$2,304.45	\$5,122.82	\$61,475.70
20	F560CF	CONCRETE FINISHER/LD (1)	\$30.5556	\$2,444.45	\$5,296.15	\$63,555.70

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11-4.6%
red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Electricians

GR	JCC#	JOB TITLE				HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F524GR	GROUNDSMAN				\$20.6886	\$1,655.09	\$3,585.92	\$43,032.34
20	F525SA	TRAFFIC SIGNAL AIDE	ENTRY	43.4%		\$12.8328	\$1,026.62	\$2,221.27	\$26,602.12
20	F525EI	COMMUNICATIONS & SAFETY	6 MOS	51.4%		\$15.1913	\$1,215.30	\$2,633.07	\$31,597.80
		EQUIPMENT INSTALLER	12 MOS	70.0%		\$20.6893	\$1,655.14	\$3,586.03	\$43,033.64
		(TOP IS 70% OF GRADE 40)							
40	F521EM	MNT ELECTRICIAN				\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
40	F521EF	FIRE MNT ELECTRICIAN							
40	F521EW	MNT ELECTRICIAN/WTP							
40	F521PR	POLICE RADIO TECH							
40	F521AC	AIR COND/REF SERV TECH							
40	F521ST	TRAFFIC SIGNAL TECHNICIAN							
46	F520FC	OPER-1ST CLASS STEAM/REF				\$30.6676	\$2,453.41	\$5,315.56	\$63,788.66
50	F520EM	MNT ELECTRICIAN/LD (1)				\$30.5556	\$2,444.45	\$5,296.15	\$63,555.70
50	F520EF	FIRE MNT ELECTRICIAN/LD (1)							
50	F520EW	MNT ELECTRICIAN/WTP/LD (1)							
50	F520PR	POLICE RADIO TECH/LD (1)							
50	F520AC	AIR COND/REF SERV TECH/LD (1)							
30	F522AC	APP AC/REF SVC TECH	1ST	ENTRY	50.0%	\$14.7779	\$1,182.23	\$2,561.42	\$30,737.96
	F522PR	APP POLICE RADIO TECH	2ND	6 MOS	55.0%	\$16.2555	\$1,300.44	\$2,817.53	\$33,811.44
	F522ST	APP SIGNAL TECH	3RD	12 MOS	65.0%	\$19.2115	\$1,536.92	\$3,329.89	\$39,959.92
			4TH	18 MOS	70.0%	\$20.6886	\$1,655.09	\$3,585.92	\$43,032.34
			5TH	24 MOS	75.0%	\$22.1665	\$1,773.32	\$3,842.08	\$46,106.32
			6TH	30 MOS	80.0%	\$23.6445	\$1,891.56	\$4,098.26	\$49,180.56
			7TH	36 MOS	85.0%	\$25.1223	\$2,009.78	\$4,354.39	\$52,254.28
			8TH	42 MOS	90.0%	\$26.6000	\$2,128.00	\$4,610.52	\$55,328.00
				48 MOS	100.0%	\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
	F525CH	MAINTENANCE ASSIST/CITY HALL							
		GENERAL GRADE 08							

NOTES

(1) Receives lead differential of \$1.00 per hour (shown above).

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.60 per hour.

Six (6) month probationary period effective 7-1-96.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3%; 7/1/06 - remove Lead Signal Tech (lead pay is given as incentive pay); 7/1/08 - 5%; 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Painters

GR	JCC#	JOB TITLE			HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
20	F561PA	PAINTER			\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
	F561PE	SIGNS & MARKING PAINTER						
30	F560PA	PAINTER/LD (1)			\$30.5556	\$2,444.45	\$5,296.15	\$63,555.70
	F560PE	SIGNS & MARKING PAINTER/LD (1)						
10	F562PA	PAINTER/APPRENTICE	ENTRY	45%	\$13.3000	\$1,064.00	\$2,305.26	\$27,664.00
			6 MOS	55%	\$16.2558	\$1,300.46	\$2,817.58	\$33,811.96
			12 MOS	65%	\$19.2111	\$1,536.89	\$3,329.83	\$39,959.14
			18 MOS	70%	\$20.6891	\$1,655.13	\$3,586.00	\$43,033.38
			24 MOS	75%	\$22.1669	\$1,773.35	\$3,842.14	\$46,107.10
			30 MOS	85%	\$25.1223	\$2,009.78	\$4,354.39	\$52,254.28

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3%; 7/1/08 - 5% (apprentice rate restructured); 7/1/09 - 3%; 7/16/11-4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

EFFECTIVE JULY 1, 2016

PLUMBERS LOCAL 17

CODE 0017

PAY PLAN CODE: Plumbers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561PL	MNT PLUMBER	\$31.2753	\$2,502.02	\$5,420.88	\$65,052.52
20	F560PL	MNT PLUMBER/LD (1)	\$32.2753	\$2,582.02	\$5,594.20	\$67,132.52

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07- 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3% increase; 7/16/11- 4.6% red; 7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

PAY PLAN CODE: Roofers

GR	JCC#	JOB TITLE	HOURLY	PAY PERIOD	MONTHLY	ANNUALLY
10	F561RF	ROOFER	\$29.5556	\$2,364.45	\$5,122.82	\$61,475.70
20	F560RF	ROOFER/LD (1)	\$30.5556	\$2,444.45	\$5,296.15	\$63,555.70

NOTES

(1) Receives lead differential of \$1.00 per hour.

As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional \$.40 per hour and all employees who work a fixed, non-rotating graveyard shift an additional \$.40 per hour.

6 month probationary period effective 7-1-96.

Prepared by Compensation 6/11/16

Last Adjustment: 7/1/07 - 3% increase; 7/1/08 - 5% increase; 7/1/09 - 3%; 7/16/11-4.6% red;
7/1/13-4.6% rest; 1/1/16-1%; 7/1/16-1.5%

